



## **FAIR WORK FIRST STATEMENT**

The Moray Firth Coastal Partnership is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

- **We have appropriate channels for effective voice from the workforce**

MFCP has a very small team staff; 1 manager and not more than a handful of project officers at any one time. In order to ensure that their voices are heard and valued, the team hold weekly meetings, not only with the purpose of managing their role requirements but also as opportunities for pastoral care and support. Additionally, all employees are invited to join regular meetings with the Board of Trustees, and have direct access to all trustees if they wish.

- **We actively invest in workforce development**

Staff are encouraged to identify training needs and opportunities for continuing professional development (CPD) and discuss these with their line manager / the board at any time.

MFCP recognises a variety of routes of which the following are examples:

- a) Formal education and training programs – including professional and vocational training benefiting the individual and MFCP, some leading to formal qualifications and/or certificates
- b) Continuing learning events – conferences, seminars and workshops on a variety of topics of professional and vocational interest
- c) Regular team meetings and other exchanges of experience, mentoring and job-shadowing
- d) Use of training materials such as books, tapes, videos and software
- e) Ongoing internal and external support for staff involved in professional activities

- **We are committed to no inappropriate use of zero-hours contracts**

MFCP does not use zero-hours contracts.

- **We are opposed to any gender pay gap and strive to create a more diverse and inclusive workplace**

MFCP is committed to equal opportunities. The organisation is committed to creating a working environment free from unlawful discrimination on grounds of colour, race, religion, political beliefs, nationality, ethnic origin, disability, sex, sexual orientation, age, marital status or unrelated criminal background. We believe that it is in the best interests of all who are employed by or associated with the organisation to ensure that all human resources, talents and skills available are fully utilised.

MFCP will use the existing and future legislation, including (but not exclusively) The Equality Act 2010, as a framework on which to develop and promote good practice.

All employees, and those associated with MFCP, are responsible for observing this policy and ensuring that equality of opportunity is continuously provided for in the organisation's activities.

- **We are fully committed to paying the real Living Wage to both our employees and ensuring any contractors we may use also do the same.**

MFCP is fully committed to paying its employees above the Real Living Wage.

Due to all employees working from home, and the nature of our association, we use very few contractors for the work we do. When we engage with external providers, we will not knowingly work with any contractor who does not abide by the same principle.

- **We offer flexible & family-friendly working practices for all workers from day one of their employment**

Staff hours can be fully flexible within the remit of the role, and therefore all staff have the ability to fit in around any family or other commitments. With such a small team there are likely to be times when staff members are unavailable, but regular team meetings and the use of shared calendar/project management software ensure that any gaps in coverage are well managed.

- **We oppose the use of fire and rehire practices**

MFCP does not use fire and rehire practices.